CorroHealth

Annual Performance Appraisal Letter

2026 Performance Review Period: Jan 2025– Dec 2025

Employee:	Anvar P N Nazar P M
Employee ID:	214201
Date of Joining:	08/04/2025
Segment:	HIM
Location:	Bangalore

Sub: Annual appraisal - Revision of Pay scale effective 1-April-2026

Dear Anvar P N Nazar P M,

It is our pleasure to inform you that based on your performance evaluation for the period Jan – Dec 2025, your monthly CTC has been revised to Rs. **47,853** effective 1st April 2026. The detailed Pay Structure is annexed (Annexure A – Page 2; Annexure B – Page 3) as a part of this letter.

All the other terms and conditions of your appointment remain unchanged.

We eagerly look forward to your enhanced contribution in your current assignments, and we wish you all the best in your endeavors.

With best wishes,

Renuka Devi S
Global HR Head

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Annexure-A **Overall Pay Increment Summary**			
Sl#	**Pay & Allowance**	**Current Amount (as of 31 Mar 2026) in INR**	**New Amount (As of 1 Apr 2026) in INR**
A	**Monthly Fixed CTC**	45,834	47,853
B	**Monthly Increment Amount on Fixed CTC**	--	2,019
C	**Increment% on Fixed Monthly CTC**	--	4.41%
D	**Annual Variable**		
E	**Annual Fixed CTC (A*12)**	5,50,008	5,74,238
F	**Annual Total CTC (D+E)**	5,50,008	5,74,238
G	**Overall Increment %**	--	4.41%

Split of Monthly Increment Details in INR				
Current Monthly Fixed CTC	**New Monthly Fixed CTC**	**Monthly Total Increment Amount on Fixed CTC (A+B)**	**Performance Increment out of Total Increment (A)**	**Promotion/IJP Increment, if applicable (B)**
45,834	47,853	2,019	2,019	0

Variable Pay Disclaimer

1. The variable pay component (if applicable) is contingent upon both the individual performance of the employee concerned and the overall performance of the organization throughout the review year.
2. Employees must be active in the system at the time of variable pay disbursement. Employees serving notice during the payout period are not eligible for variable pay. The variable pay will be paid in March 2026. For employees who are leaving in the interim will not be eligible for the payout.
3. Payment of variable pay is entirely at the discretion of the organization. Variable pay rates are determined based on the performance scores of the employee as follows:
    a. Rating 1 (Needs Improvement): 0 - 25%
    b. Rating 2 (Partially Met Expectations): 25% - 50%
    c. Rating 3 (Completely Met Expectations): 50% - 75%
    d. Rating 4 (Above Expectations): 75% - 100%
    e. Rating 5 (Exceeds Expectations): 100% - 120% of total variable pay.

4. The above payment percentage grid is applicable only for the year 2025 and is subject to revision in subsequent years.
5. CorroHealth management team reserves the right to remove/restructure/merge the variable pay at any point of time based on the business requirement for all eligible team members or a specific level/segment.

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Annexure-B	
Emp ID & Name of Employee:	214201 & Anvar P N
Current Designation & DOJ:	Executive - HIM Services & 08/04/2025
Segment/Location:	HIM / Bangalore

Revised Pay & Allowances Structure Summary

#	Pay & Allowance	Monthly CTC	Annual CTC
1	Basic Pay	23,927	2,87,119
2	House Rent Allowance	11,963	1,43,560
3	Special Allowance	6,870	82,442
4	Children Education & Hostel Allowance	800	9,600
5	Statutory Bonus - 8.33% of Basic pay	1,993	23,917
6	**Gross Pay (1+2+3+4+5)**	45,553	5,46,638
7	Company's Contribution to PF	1,950	23,400
8	Insurance	350	4,200
9	**Total Cost to Company (6+7+8)**	47,853	5,74,238

Note:

1. Your Take Home/Net salary is subject to vary based on actual earnings of the month which is calculated based on the number of days you worked in that month.
2. It is further subject to various statutory deductions including employee PF and ESI contributions as per Government norms, and taxes which include income tax and Professional Tax.
3. To ensure Tax saving for our team members, we have offered flexi benefit model, wherein team members can choose multiple benefits, and tax will be deducted according to the benefits opted, and the proof submitted by each team member.
4. If a team member has not selected any flexi benefit, the salary will be broken into regular components according to the statutory norms.
5. This is an electronically generated document due to hybrid work model and hence does not require signature of employees as it was sent electronically. This printed version is only for filing purposes.

With best wishes,

Renuka Devi S
Global HR Head

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